



City of Santee

Salary Setting Advisory Committee

CITY COUNCIL

John W. Minto, Mayor
Stephen Houlahan, Vice Mayor
Rob McNelis
Ronn Hall
Laura Koval

CITY MANAGER

Marlene Best

CITY ATTORNEY

Shawn Hagerty

COMMITTEE

Karen Bisignano
Keshav Damoor
Zack Gianino
Warren Savage
Mell Schaer
Justin Schlaefli
Robert Dean Velasco

STAFF SUPPORT

Kathy Valverde

AGENDA

City Council Chamber Conference Room
10601 Magnolia Avenue
April 24, 2019
4:00 p.m.

1. Introductions / Roll Call
2. Approval of September 15, 2016 and October 6, 2016 Meeting Minutes
3. Overview / Committee Bylaws
4. Selection of Committee Chair & Vice Chair
5. Communication from the Public
6. Mayor & Council Salary/Benefit Review and Discussion
7. Other Communication from Committee Members & Staff
8. Adjournment

Communication from the Public

Each person wishing to address the Committee must complete a speaker form and submit it to City staff at the beginning of the meeting or prior to the item being discussed. Please identify which item you would like to speak on. Comments should be brief and may be limited to a specified amount of time. In accordance with State law, the Committee may not take action on an item not on the Agenda. If appropriate, the item will be referred to City staff or placed on a future agenda.

Americans with Disabilities Act

The City of Santee complies with the Americans with Disabilities Act. Upon request, this agenda will be made available in appropriate alternative formats to persons with disabilities, as required by Section 202 of the American with Disabilities Act of 1990. Any person with a disability who requires a modification or accommodation in order to participate in a meeting should direct such request to the City Manager's Office at (619) 258-4100 ext. 295 at least 48 hours before the meeting, if possible.

State of California }
County of San Diego } ss.
City of Santee }

AFFIDAVIT OF POSTING AGENDA

I, Annette Ortiz, City Clerk of the City of Santee, hereby declare, under penalty of perjury, that a copy of this Agenda was posted in accordance with the Brown Act and Santee Resolution 61-2003 on April 12, 2019 at 4:00 p.m.

Signature

Date

**City of Santee
Salary Setting Advisory Committee
City Council Chamber Conference Room
10601 Magnolia Avenue
September 15, 2016**

MINUTES

The Salary Setting Advisory Committee meeting was called to order at 3:00 p.m.

1. INTRODUCTIONS / ROLL CALL: Committee Members present were Chairperson Keshav Damoor, Vice Chairperson Arnold Winston, Committee Members Bill Howell, Tom Lemmon, Marilyn Linn, James Montague and Warren Savage. Committee Member Karen Bisignano arrived at 3:05 p.m. Staff present was Kathy Valverde and James Jeffries. City Manager Marlene Best was also in attendance for a portion of the meeting.

2. APPROVAL OF SEPTEMBER 24, 2013 MEETING MINUTES: Motion by Committee Member Linn, second by Committee Member Savage to approve the minutes. Motion approved with all members present voting aye.

3. COUNCIL CAMPAIGN CONTRIBUTIONS: Vice Chairperson Winston disclosed that he made a campaign contribution to a current Mayoral candidate and announced that this would not influence his actions in any way as a member of the Salary Setting Advisory Committee. The Santee City Clerk, with confirmation from the California Fair Political Practices Commission (FPPC), previously determined that a contribution under the law does not prohibit Mr. Winston, or any other member, from serving on the Committee.

4. BACKGROUND / COMMITTEE PURPOSE / BYLAWS: Kathy Valverde provided a brief overview of the Committee's background and purpose; the City Charter, which established the Committee; Government Code section 36516, which governs salaries and benefits for the Mayor and Council under general law cities; and the Santee Municipal Code, which outlines the Mayor and Council current salaries.

Kathy Valverde introduced draft bylaws, which was suggested to provide general guidelines for the Committee, and to formalize a regular meeting schedule every two years in the odd years, as directed by City Council on August 10, 2016.

The committee discussed language in Article II (Membership) regarding whether or not members needed to be a resident of the City of Santee. Committee Member Lemmon disclosed that he is not, nor has he ever been, a Santee resident but was selected by the Mayor and City Council to sit on the Charter Advisory Committee, and then the Salary Setting Advisory Committee.

Action: Motion by Committee Member Lemmon to remove language from Article II, Section 1, which states, "Members must be residents of the City of Santee." Motion failed to receive a second.

Action: Motion by Committee Member Linn, seconded by Committee Member Bisignano to add language to Article II, Section 1 (Appointment of Members), to read, "Members must be residents of the City of Santee, or such other representation that the Council deems appropriate." Motion failed with Committee Members Bisignano, Linn, Savage and Winston voting aye; Committee Members Howell and Damoor voting no; and Committee Members Lemmon and Montague abstaining.

Action: Motion by Committee Member Lemmon to recommend that someone from a labor organization, or someone who represents labor, should be required to be a member of the Committee. Motion failed to receive a second.

Action: The Committee concluded they could not agree on the recommendation for residency requirements or make-up of the committee members due to varying opinions. Therefore, the Committee asked staff to present different scenarios to the City Council for their consideration and direction.

The Committee discussed the timing of future meetings. Kathy Valverde explained that the City Council directed the Committee to meet every two years in the odd years, and staff recommended the timing of those meetings be held in April to accommodate the City's budget preparation process. The Committee was interested in knowing what City employee salary increases might be, for reference as they were reviewing and making recommendations on the appropriate level of salary and benefits for the Mayor and Council. The Committee discussed with staff the idea to hold meetings in May rather than April to allow more time for this information to be known, but still allow enough time to provide recommendations to the Council for preparation of the City budget.

Action: Motion by Chairperson Damoor, second by Vice Chairperson Winston to change the recommended biannual meeting date of the Committee in Article III, Section 1 (Time and Place of Meetings) from April to May in the odd years. Motion approved with all members voting aye.

Action: Motion by Committee Member Savage, second by Vice Chairperson Winston to approve the recommended Bylaws, with the approved changes and defer to City Council on determination of residency requirements. Motion approved with all members voting aye, except Committee Member Lemmon who abstained.

Committee Member Lemmon announced his resignation from the Committee and left the meeting at 3:50 p.m.

5. SELECTION OF COMMITTEE CHAIR & VICE CHAIR:

Action: Motion by Committee Member Linn, second by Committee Member Howell to reappoint Keshav Damoor as the Committee Chairperson and Arnold Winston as the Vice Chairperson. Motion approved with all members present voting aye.

6. COMMUNICATION FROM THE PUBLIC: There was no communication from the Public, however Dustin Trotter was in attendance and introduced himself to the Committee.

7. MAYOR & COUNCIL SALARY/BENEFIT REVIEW AND DISCUSSION: The Committee reviewed and discussed current and historical salary and benefit information, as well as a comparison of salaries to other cities in the County.

Action: Motion by Committee Member Montague, second by Committee Member Linn to recommend a 2.5% salary increase for the City Council retroactive to July 1, 2016, with an additional 2.5% increase effective July 1, 2017 and another 2.5% increase effective July 1, 2018. Motion approved with all members present voting aye.

Action: Motion by Committee Member Savage, second by Committee Member Howell to recommend a 2.5% salary increase for the Mayor retroactive to July 1, 2016, with an additional 2.5% increase effective July 1, 2017 and another 2.5% increase effective July 1, 2018. Motion approved with all members present voting aye.

If the three year recommended salary increases are approved by City Council, the Committee agreed to meet again in May 2019. If the three year recommendation is not approved, a new meeting date will be determined.

Action: Motion by Committee Member Savage, second by Committee Member Linn to increase the auto allowance for the Mayor and City Council from \$300 to \$350 per month retroactive to July 1, 2016. Motion approved with all members present voting aye.

8. COMMUNICATION FROM COMMITTEE & STAFF MEMBERS: None

9. ADJOURNMENT: There being no further business, the meeting was adjourned at 4:35 p.m.

Date Approved:

**Pending formal approval by the
Committee at its next meeting**

Kathy Valverde, Assistant to the City Manager

**City of Santee
Salary Setting Advisory Committee
City Council Chamber Conference Room
10601 Magnolia Avenue
October 6, 2016**

**SPECIAL MEETING
MINUTES**

The meeting of the Salary Setting Advisory Committee was called to order by Vice Chairperson Arnold Winston at 9:02 a.m.

1. CALL TO ORDER / ROLL CALL: Committee Members present were Vice Chairperson Arnold Winston, Committee Members Bill Howell, Marilynn Linn, James Montague and Warren Savage. Chairperson Keshav Damoor entered the meeting at 9:04 a.m. Committee Member Karen Bisignano was absent. Staff present were Kathy Valverde and James Jeffries.

2. MAYOR & COUNCIL SALARY/BENEFIT REVIEW AND DISCUSSION: Kathy Valverde presented a brief verbal report on recent changes in case law and explained how this affected the Committee's recommendation for retroactive salary and benefit increases. The Committee reviewed and discussed other options and alternative recommendations.

Action: Motion by Vice Chairperson Winston, seconded by Committee Member Savage, to recommend salary and benefit increases for the Mayor and Council to be effective January 1, 2017 instead of retroactive to July 1, 2016. All other recommendations for future year salary increases to stay the same. Motion approved with all members present voting aye.

ADJOURNMENT: There being no further business, the meeting was adjourned at 9:11 a.m.

Date Approved:

**Pending formal approval by the
Committee at its next meeting**

Kathy Valverde, Assistant to the City Manager